

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Social Services	(2) MEETING DATE 8/20/2013	(3) CONTACT/PHONE Reva Bear 781-1838	
(4) SUBJECT Request to approve the Local Strategic Workforce Development Plan for Program Years 2013-2017 (Clerk's File).			
(5) RECOMMENDED ACTION It is recommended that the Board: 1. Approve the attached Local Strategic Workforce Development Plan for Program Years 2013-2017 (Clerk's File); and 2. Direct the Chair of the Board to sign the Local Strategic Workforce Development Plan.			
(6) FUNDING SOURCE(S) Federal/State Workforce Investment Act (WIA) funding	(7) CURRENT YEAR FINANCIAL IMPACT Submittal of this Plan enables the County to receive \$2,134,990 in WIA funding	(8) ANNUAL FINANCIAL IMPACT \$2,134,990	(9) BUDGETED? Yes
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ____) <input type="checkbox"/> Board Business (Time Est. ____)			
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input checked="" type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A <input type="checkbox"/> 4/5th's Vote Required <input checked="" type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input type="checkbox"/> N/A Date: <u>12/13/11</u>	
(17) ADMINISTRATIVE OFFICE REVIEW Emily Jackson			
(18) SUPERVISOR DISTRICT(S) All Districts -			

County of San Luis Obispo



TO: Board of Supervisors

FROM: Social Services / Reva Bear
781-1838

DATE: 8/20/2013

SUBJECT: Request to approve the Local Strategic Workforce Development Plan for Program Years 2013-2017 (Clerk's File).

RECOMMENDATION

It is recommended that your Board:

- 1) Approve the attached Local Strategic Workforce Development Plan for Program Years 2013-2017(Clerk's File); and
- 2) Direct the Chair of the Board to sign the Local Strategic Workforce Development Plan.

DISCUSSION

The Workforce Investment Act (WIA), signed into law August 7, 1998, mandates that the Chief Local Elected Official (CLEO) designate a Local Workforce Investment Board (WIB) to set policy direction and to oversee WIA funded operations. The WIA mandates that the WIB, a 34-member body, maintain a business majority and that its composition include representatives from business, local educational entities, labor groups, community based organizations, economic development agencies, and One-Stop system partners. The WIB meets quarterly and its subcommittees, providing oversight of the One-Stop system, finance and operations, business services, and youth programs, meet monthly.

Local WIBs are required by law to submit to the California Workforce Investment Board (CWIB) a comprehensive five-year local workforce development plan (Plan) that is consistent with the vision, strategy, and goals of the CWIB's Strategic Workforce Development Plan. The San Luis Obispo County WIB submitted its initial Plan in 2000 for the period of July 1, 2000, through June 30, 2005 with annual updates required for Program Years (PY) 2005 through 2012. However, in PY 2012-2013, the CWIB developed a new five-year strategic plan for the State which means that all 49 local workforce investment areas had to develop wholly new five-year plans. The CWIB decided to develop a new five-year plan in support of the Governor's effort to get California's economy back on track. The original State Plan focused primarily on the State's implementation of WIA as California transitioned from the Job Training Partnership Act (1982) to WIA. The new State Plan seeks to assure that California maintains its status as a place of innovation and shared prosperity, promotes a "retraining economy", and acknowledges that the current labor market is less about jobs and more about a set of marketable skills broadly relevant to industry sectors within regional economies. The State Board's plan includes the following goals:

- Aligning the state's workforce institutions and programs around the needs of regional growth sectors; and thereby
- Increasing the number of Californians, including those from underrepresented demographic groups, who are able to access and succeed in postsecondary education and training programs.

The San Luis Obispo County WIB engaged, through its various committees, business, education, labor organizations, provider partners, and eligible youth in the development of local strategies that are responsive to the State's priorities and to identify steps the WIB shall take to accomplish its goals.

Plan Goals and Strategies

In the Plan the San Luis Obispo County WIB provides information on its vision and goals, an economic workforce information analysis of the area, a plan for business services, adult and youth program strategies, and describes its

compliance with various administrative requirements in response to an outline provided by the State.

Specifically, the Plan identifies strategies in response to the following goals:

1. Business and Industry Goal: meet the workforce needs of high demand sectors of the state and regional economy. The WIB proposes to meet this goal by:
 - Facilitating alignment between education/training providers and economic development in growth sectors;
 - Soliciting input on training needs and skill gaps in the local workforce from employers;
 - Convening a Business Council, comprised of business seat members of the WIB, service providers, and individuals from the education community; and
 - Engaging business and industry in the development of a business services plan for the WIB which identifies services and resources available to businesses and employers in the area.
2. System Alignment and Accountability Goal: support system alignment, service integration and continuous improvement, using data to support evidence-based policymaking. The WIB proposes to meet this goal by:
 - Maintaining the Integrated Service Delivery (ISD) model for its Business and Career One-Stop (BCOS) centers, which ensure that job seekers and employers receive seamless services from those One-Stop partners that co-locate at the centers; and
 - Conduct regular economic analysis, via procured services and systems, for the purposes of identifying growth sectors, targeting training investments in these sectors via policy, and increasing labor market literacy among board members, staff, and key stakeholders to ensure that decision and investments are data-driven.
3. Adult Services Goal: Increase the number of Californians who obtain a marketable and industry-recognized credential or degree. The WIB proposes to meet this goal by:
 - Identifying detailed career and training ladder programs for priority clusters to determine deficits and focus attention to areas of deficiency;
 - Prioritizing short term training and work with training providers to develop training programs that are shorter in duration to get job seekers employed more quickly;
 - Limiting training to demand industries and occupations relevant to the County via policy;
 - Exploring options for expanding the universe of training offered in demand industries and occupations (i.e. cohort training, contract directly with institutions of higher education); and
 - Developing industry and sector specific opportunities for underprepared job seekers to be exposed to and learn about growth sectors.
4. Youth Services Goal: increase the number of high school students, with emphasis on at-risk youth and those from low-income communities, who graduate prepared for postsecondary vocational training, further education, and/or a career. The WIB proposes to meet this goal by:
 - Continuing to prioritize the Academic Assistance element in WIA youth services delivery;
 - Maintaining an emphasis on paid work experience in the WIA youth services delivery;
 - Partnering with schools, cluster employers, and WIB members to increase youth exposure to sectors and growth clusters;
 - Prioritizing youth with multiple-barriers to employment, connections to employers, work readiness, and academic assistance in all future request for proposals (RFPs); and
 - Tasking the Youth Council with a leadership role in identifying resources to assist youth in navigating access to post-secondary educational supports.

Administrative requirements include maintaining the WIA-mandated Board composition, maintaining current memorandum of understanding (MOU) among the WIA-mandated partners to the local One-Stop system, and fulfilling other administrative requirements assigned to the Administrative Entity on behalf of the WIB. This part of the Plan is accomplished by attaching a copy of the WIB membership roster, copies of the current One-Stop partner MOU, and signed assurances from the WIB that certify that all other requirements are met.

The Plan also identifies the WIB's need to continue its efforts in the area of local and regional collaboration. While the WIB participates in a regional collaborative of central coast WIBs including Ventura, Santa Barbara, Monterey, Santa Cruz, and San Benito counties, the WIB needs to improve collaboration with local partners and key stakeholders from the education, training, and economic development communities. Additionally, the WIB needs to develop its capacity, as realizing the aforementioned focus areas necessitates a commitment from the WIB to build a shared understanding of the role of the

publicly funded workforce system in the local area, increasing the knowledge and abilities of its staff, members, and partners to leverage local resources and maximize impact.

The goals and strategies for this new Plan are substantially different than the prior Plan in that the prior Plan focused exclusively on compliance with administrative requirements and only minimally addressed collaboration with workforce partners. The new Plan asserts the WIB's responsibility to lead workforce development conversations locally, convene relevant partners and stakeholders, and to initiate actions that put it in alignment with the aforementioned workforce goals of the State.

As part of the development process, the Local Plan was made available for the required 30-day public review and comment period and a summary of the comments received are included in the plan. The Plan also includes a budget plan for each WIA funding stream for Program Year 2013-2014 and allowable rollover of funding from PY2012. PY 2012 funds may be expended in County fiscal years 2012-2013 and 2013-2014. Actual expenditures are reported on a quarterly basis and will vary from the plan as enrollments and training expenditures change and staff vacancies occur throughout the year. The Participant Plan summary provides information on the number of program participants the program intends to serve in PY2013.

On March 11, 2008, the Board designated the Department of Social Services (DSS) as the Administrative Entity and Fiscal Agent for the local workforce investment area. DSS receives WIA funds directly from the State, distributes WIA funds to program providers, issues purchase orders and contracts, provides oversight through annual programmatic and fiscal reviews, and participates in annual State fiscal and programmatic reviews. In its capacity as Administrative Entity, DSS is submitting the Plan for your Board's approval.

OTHER AGENCY INVOLVEMENT

The San Luis Obispo County WIB, including members representing the private industry, the California State Employment Development Department, Goodwill Industries of Santa Cruz, Monterey, and San Luis Obispo Counties, Cuesta College, and the County Department of Social Services, was involved in the development of the local plan. This recommendation is made by the WIB, which approved the plan at its August 1, 2013 meeting.

FINANCIAL CONSIDERATIONS

The County must file a Plan in order to continue to receive WIA funding for use in the local area. The County will receive \$2,134,990 in WIA funds from the State for services to adults, dislocated workers, employers, recipients of layoff notices, and youth during PY2013-2014. The WIA formula budget estimate was included in the DSS budget for fiscal year 2013-2014 and the local area's budget, including uses of the WIA allocation, will be included in an item seeking your board's approval of a Subgrant Agreement with the State in the coming weeks. This item has no impact on the County's General Fund.

RESULTS

Approval of the WIB's Strategic Local Workforce Development Plan for PYs 2013-2017 will allow the WIB and County to comply with federal and state mandates requiring that local boards have approved plans in order to be eligible to receive WIA funds for administering the One-Stop Career Center System and delivering services to its customers.

ATTACHMENTS

1) Local Plan- Clerk's Filed